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International Women's Day at the Capitol — March 6, 2009

In 1910 an International Conference of Working Women was held in Copenhagen. A woman named Clara Zetkin (Leader of the "Women's Office" for the Social Democratic Party in Germany) tabled the idea of an International Women's Day. She proposed that every year in every country there should be a celebration of over 100 women from 17 countries, representing unions, socialist parties, working women's clubs, and including the first three women elected to the Finnish parliament, greeted Zetkin's suggestion with unanimous approval and thus International Women's Day was the result.

The very first International Women's Day (IWD) was launched the following year by Clara Zetkin on March 19, 1911. Plans for the first IWD demonstration was spread by word of mouth and in the press. The success of the first IWD exceeded all expectations. In 1913

IWD was transferred to March 8th and this day has remained the global date for IWD ever since.

During IWD's year in 1975, IWD was given official recognition by the United Nations and was taken up by many governments.

In 2011, two years from now, IWD will be a century old. The new millennium has witnessed a significant change and attitudinal shift in both women's and society's thoughts about women's equality and emancipation. Many from a younger generation feel that "all the battles have been won for women" while many feminists from the 1970s know only too well the longevity and ingrained complexity of patriarchy. With more women in the boardroom, greater equality in legislative rights, and an increased critical mass of women's visibility as impressive role models in every aspect of life, one could think that women have gained true equality. The unfortunate

fact is that women in business or politics, and globally women's education, health, and the violence against them is worse than that of men. However, great improvements have been made.

So make a difference, think globally and act locally. Make everyday IWD. Do your bit to ensure that the future for girls is bright, equal, safe, and rewarding.

Please join ICCW in its support of Montana Women's Vote in Recognition of IWD at the Capitol on Friday, March 6, 2009.

"Wear Purple" and bring a friend for skill building and issue-based workshops, and a lunch and learn session with women legislators.

RSVP today!! For more information, please contact Alysha at info@montanawomenvote.org or at 543-3550, ext. 214

For the complete articles, please visit:
www.internationalwomensday.com/first.asp and
www.internationalwomensday.com/about.asp.

by Christine Many

The Greatest Gift

My mother says, "Who are your two best friends?" I'm not sure what to say. "Jill and Jaime." "Well, what about Karen and Cindy?" My sisters? "I don't know who their best friends are," I say. "No," she says, "I'm saying, why aren't they your best friends?" She seems upset, like I

hurt her feelings. "But they're my sisters." Mom says, "Yes, but they can be your best friends. Friends may come and go, but your sisters will always be there for you."

My mother never let the three of us forget it: Sisters are lifelong friends. Her wish — was to give

us something that she never had — siblings. She had given us each a gift — our sisters — and she wanted to make sure we did not take that gift for granted. Today, I share things with my sisters that I do with no one else. Sisters are forever.

For the complete article, please visit: www.beliefnet.com/inspiration/Chicken-Soup-For-the-Soul-2006/04/The-Greatest-Gift.

How to Save While Splurging

If just getting back and forth from work is taking a bite out of your paycheck, how can you justify SPLURGING? Even those of us with serious budget constraints can often indulge in “non essential” items from time to time. Here are some of the most common splurges — and the thriftest way to get them.

Books, magazines, music, DVDs, videos: Remember the public library? Free. You just can’t keep what you borrow (but, hey, it reduces clutter). Or buy used — the written word does not age. Pre-owned music and movies are often a bargain, and if you purchase from a reputable source you can usually return it if it doesn’t work. Oh, and after you are done enjoying it? Sell it back.

Gourmet Coffee: Fancy coffee drinks can easily run over three dollars a cup. Rather than forgo the café altogether, order drip coffee for a third the price. Doctor it up with flavored creams, cinnamon,

nutmeg, and chocolate that are usually provided free. Or switch to tea — it’s almost always the least expensive item on the menu.

Organic grocery items: Die-hard organic food aficionados will debate whether pesticide-free, free-range products are a luxury or a necessity, but no matter — they can often be bought without the considerable markups associated with luxury grocery stores. Farmers markets, co-ops, even swap meets are all good places to seek deals. Stock up and freeze organic delicacies when they are at the peak of their season, abundant and cheap.

Fine dining: if it’s the white tablecloth experience you’re craving more than the actual food, refrain from going when you’re starving so you’re not tempted to over order. Or go for lunch or breakfast rather than dinner — the food is the same but the cost is greatly reduced. Look for coupons and promotions in local newspapers.

Massages: True, it’s not the same as the real thing, but, massage chairs can work wonders for tired, stressed-out shoppers. A famous luxury store located in most malls almost always has display models on the floor, just waiting for some weary soul to sit in them. Investigate massage schools in your area too — they are often on the lookout for people to practice on.

Health clubs: Avoid signing up for a membership in January, that’s when most gyms bump up prices for countless New Year’s resolution makers. Be on the lookout for specials that are offered in the summer months. Find out if a portion of the initiation fee and membership dues are covered by your health plan. Inquire about family memberships or if you can get an extra discount if a friend joins with you — it pays to ask. Do not be afraid to negotiate fees with the salesperson — prices are rarely set in stone.

Contributed by RMCU, for more information visit them on the web at www.rmdu.net or (406) 449-2680.



Ask-A-Recruiter: Add-ons to the Resume

— Caroline Ceniza-Levine

Candidates ask about the resume. While a resume is the main way candidates market themselves, you may want to add these marketing materials to your toolkit:

Short bio: A bio should include your current position and highlights of your career. Your bio reflects your career aspirations. If you want to be perceived as an industry expert and you have worked for the top companies in your field, you want to list these specific names. If you are currently in one position but aspire to another, you want to highlight skills relevant to where you want to be. The bio is a sound bite that focuses you and the read-

ers to your unique proposition.

Elevator pitch: While some people associate this only with entrepreneurs trying to sell their work, an elevator pitch is useful for any type of networking interaction. You need to be able to convey who you are and what you want in a brief and engaging way. Remember to have a different pitch for situations where you have 20 or 30 seconds v. 1-2 minutes.

Portfolio: For artists, a portfolio is often more important than the resume. But a portfolio of work is useful outside of the creative arena. A business portfolio may include samples of presentations you have

written, deliverables or summaries of projects you’ve completed, or a client list. My portfolio includes clips of my work for The Glass Hammer, as well as CNBC.com and others. While I am not a journalist, the published work helps establish my expertise in the career development sector.

Headshot: This is particularly useful if you speak at conferences or write for trade publications. Some organizers and editors want a picture to include with your bio or article. A professional-looking picture readily available demonstrates that you are ready for career exposure.

“When I interview people, and they give me an immediate answer, they’re often not thinking. So I’m silent. I wait. Because they think they have to keep answering. And it’s the second train of thought that’s the better answer”.

— Robin Leach

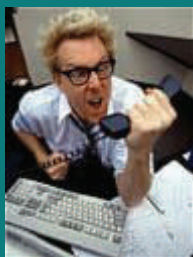
Source: www.theglasshammer.com/news/2009/01/28/ask-a-recruiter-add-ons-to-the-resume.



ICCW Bowling Team
"The Lucky Strikes"

"Nothing stops the man who desires to achieve. Every obstacle is simply a course to develop his achievement muscle. It's a strengthening of his powers of accomplishment."

— Eric Butterworth



<http://www.mdt.mt.gov/iccw/resources.shtml>

BBBS Bowl-A-Thon

On Saturday, January 24, 2009, the ICCW bowling team, "The Lucky Strikes" met at the Sleeping Giant Lanes for the annual Big Brothers Big Sisters "Super Heroes" Bowl for Kids Sake Bowl-a-thon. Monica Abbott, Erin Ricci, Lisa Scates, and Melody Scoble made up the ICCW "Lucky Strikes" team. Lisa's mom, who was visiting from Palm Dale, California and Erin's daughter, Olivia, both came to cheer on the team. There were t-shirts, free Pizza Hut pizza, and Pepsi given to the bowlers.

The theme of the bowl-a-thon was "Comic Book Heroes", and many of the teams were dressed in costumes topped off with capes. "The Lucky Strikes" bowled on the first round of the day and that round raised over \$10,000 for the BBBS organization and the two day total was \$84,000. The ICCW team raised \$565.00.

Disk jockeys from the radio station, B104 acted as MCs for the day. They played great rock-n-roll music from the 70s and 80s

by Melody Scoble

while they asked music and comic book trivia questions and gave away prizes for correct answers. Our team even won free ice cream sandwiches because we knew that Bruce Lee played the character Kato in the Green Hornet. The persons with the most "strikes" and "gutter balls" won prizes, as well as the "youngest" and "oldest" bowlers.

It was a fun day and "The Lucky Strikes" look forward to repeating their great bowling feats next year.

Upcoming Events

Various subcommittees have formed for the 2008 — 2009 projects.

ICCW in partnership with the Department of Labor & Industry in the past has participated in "Take Your Daughters and Sons to Work" Day. This year the event is slated for Thursday, April 23, 2009. ICCW in the past has scheduled events, such as, a tour of the Historical Society and the Capitol. This year the legislature is in session, and members are

making initial contacts to have the tour stop in and see the Senate and House of Representatives in session. DPPHS has tours of their labs in the Cogswell building, DNRC has a "rolling river" exhibit, and MDT has a tour that ICCW are considering organizing that day. If you have any other suggestions, please contact Barbara Bessey at 444-4493.

The Excellence in Leadership Awards ceremony is scheduled

for May 20, 2009. The subcommittee has begun securing sponsors for this event.

The Work Life Balance subcommittee is working with race personnel lining up individuals in each agency to organize state teams for the Race for the Cure, which is May 16, 2009.

Stay tuned for additional information regarding ICCW events.

Training Resources

This month's featured training material available for check out:

How to Communicate with Power, Diplomacy and Tact: Essential Skills for Effective Communication (6 Audio CDs & booklet). Effective communication is essential for professional and personal success. If you feel that people don't listen . . . don't always "get" what your saying . . . don't follow your instructions . . .

or don't take you seriously, then your communication style may need some fine-tuning — or perhaps even a complete overhaul!

The good news is, even if you aren't a born communicator, you can learn to improve your skills. In this program, Dr. Robert Tracz, a recognized authority on leadership, communication, and personal effectiveness, will teach you the skills you need to communicate more effectively.

You will learn how to rid yourself of both the verbal and nonverbal "weak links" that can lead to misunderstandings, mixed messages, and unconscious blunders and tips for strengthening your written communication skills.

For a complete list of training resources and check out instructions please visit our web site.



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Creating positive change for all state
employees by promoting the full
participation of women in state
government.



Tentative Schedule for 2008-2009
1:30 PM to 3:00 PM
(subject to change)

February 19, 2009	DLI/WSB, Rm 104
March 19, 2009	Mitchell, Rm 136
April 16, 2009	FWP, 1st Floor
Take Your Daughters & Sons to Work	April 23, 2009
May 16, 2009	Race for the Cure
May 20, 2009 (ELA Ceremony)	Capitol, Rm 303
June 18, 2009	Capitol ????

General Meetings will occur for the first 30 minutes of business. Subcommittee meetings will occur for the remaining 1 hour. Please make plans to attend the 1 1/2 hour session.

Please forward stories or thoughts
to bbessey@mt.gov

Thriving in the Downturn

— by Sima Matthes (New York City)

Gender matters. It matters to all of us, no matter what we believe we think. It matters when we react to the associate at the bank, or the customer service representative on the phone. It matters when we mentally note that our child's teacher is (atypically) male, or that our construction engineer is (atypically) female. It shouldn't matter but it does.

This issue is at the core of a recent article on the news page of the UI-based Management Issues site discussed the "thickening" of the glass ceiling in response to the global economic downturn. The article highlights the findings of a 2008 study by the UK management consulting firm Hudson, which concluded that many women may be held back from the top of companies because of their tendency to be "altruistic, people-oriented, co-operative and open" even as it acknowledges that these traits are helpful in leading modern

corporations. In troubled economic times, the report states, corporations tend to fall back on the "traditionally 'male' traits of decisiveness, persuasiveness and leadership in order to survive" leaving women struggling to reach the highest levels yet again.

Karen Scott, managing director of Hudson UK expressed concern "that companies might adopt a short-term view that reinforces the hierarchy of men over women in their efforts to succeed during a recession." She added, "Our study suggests that women could actually make better leaders than men, when not forced to adopt a traditionally 'male' style."

Mirella Visser, the President of the European Professional Women's Network (EPWN) suggests that women learn how to play politics, working their informal networks and finding out which areas tend to be "safe-havens", then calculating their next moves into those areas. Learn

to delegate, she says, allowing yourself to put "25% of your time and energy to activities that will increase your chances to make this crisis into a positive experience."

"It's time to ask for that promotion, build your network of people who thrive in a crisis, . . . [d]on't let your career change 'happen' to you, but make it happen for yourself," says Visser. She urges women to strategize. Planning ensures that you become aware of the possibilities and the threats; it places you into a state of alertness needed to overcome any crisis of any nature and duration. Remember that success happens when opportunity meets preparation." She also encourages women to use their creativity to build new tools and structures to fix the economic crisis, and to change the system.

For the complete article, please visit:
www.theglasshammer.com/news/2008/thriving-in-the-downturn.